

The past fiscal year brought significant organizational change, challenges and successes to the Equal Opportunity Department. Lionel Lyons, our former director, accepted a new assignment as interim director of the city's Development Services Department and I was appointed acting director of the Equal Opportunity Department (EOD). Joe Sena was promoted to deputy director in charge of Compliance and Enforcement and Carolyn Gall to deputy director for Community and Business Relations. In addition, the office for Minority and Woman-owned Business Enterprise (MWBE) Goals Compliance, previously located in the City Manager's Office, joined EOD along with three staff positions.

The department assumed responsibility for oversight and coordination of the city's Minority, Woman and Small Business Enterprise (M/W/SBE) Program. In this role and under the guidance of Deputy City Manager George Flores, the department worked with staff of the Community and Economic Development, Engineering and Finance departments to increase minority, woman and small business participation in city goods and services business opportunities and construction contracting.

The three city commissions that EOD supports – the Phoenix Human Relations Commission (HRC), the Phoenix Women's Commission (PWC) and the Mayor's Commission on Disability Issues (MCDI) – remain among our closest and most active partners. Each commission continues to expand its important work for our citizens and community through innovative new and longstanding programs.

In the last year, the HRC launched the *Faces of Diversity* Brown Bag Luncheon Series, dynamic monthly presentations exploring issues of diversity in our community. The PWC awarded a record \$74,000 in scholarships to seven area schools to benefit women students. MCDI implemented *Save Our Space*, a public awareness program to educate city residents about the need to save accessible parking for people with disabilities.

We carry out such diverse programs and activities to meet our mission of ensuring equal opportunity, diversity and the elimination of discrimination through education, enforcement and community involvement. As the department grows in staff and span of responsibility, our citizen volunteers and employees continue to write success stories that illustrate a longstanding commitment to human and civil rights. I am privileged to take up the baton with them to continue the city's legacy of equal opportunity and fair treatment for everyone.



Carole Coles Henry
Acting Director

